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YYZ CABINS SHOP COMMITTEE

ATT: All Cabins Members

August 21 2025

Over the past several months, a number of recurring issues have been identified within our department. These include:

- Inconsistent and unclear practices in the hiring of overtime
- Lack of transparency and structure in upgrade assignments
- Selection of staff that does not consistently reflect qualifications
- The bypassing of seniority rights in various processes

These concerns have had a direct impact on fairness, morale, and the integrity of our workplace practices. Following ongoing discussions between the Union and the Company, both parties have agreed that clear frameworks must be established to address these issues.

As a result, the Company has committed to developing and implementing a local agreement; This agreement will work to:

- Streamline and clarify how existing provisions in the Collective Agreement are applied locally
- Reinforce the proper application of seniority rights
- Ensure that overtime, upgrades, and selection processes are carried out in a fair, consistent, and transparent manner

The intent of the agreement is to bring structure, accountability, and predictability to processes that have too often been left open to interpretation or misuse. We are working toward having this process in place by the end of September. Further updates will be shared as the details are finalized. Your engagement, awareness, and feedback will be essential as we move forward.

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